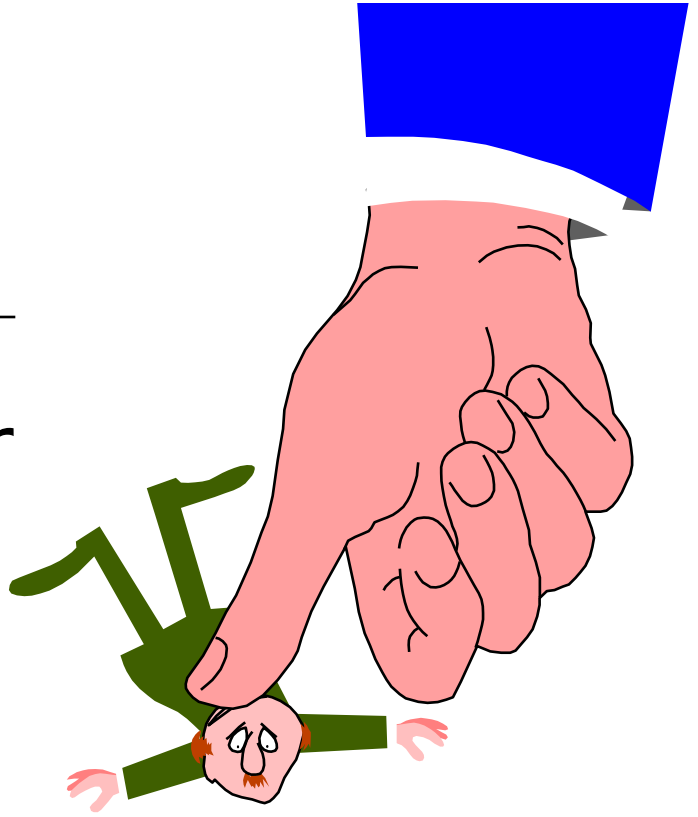
Racism

Equal Opportunity Advisor Training



Overview of Training

- Race
- Racism
  - What is Racism
  - Types of Racism
- Prejudice
  - What is Prejudice
  - Levels of Intensity
  - Language of Prejudice
  - Disparagement

Overview of Training

- Discrimination
  - What is Discrimination
  - Types of discrimination
- Development of Racism
- Effects of Racism
- How Conformity Impacts on Racism
- Strategies to Combat Racism

Definition of Race

The divisions of humans which have sufficient constant, inheritable traits that identify them as separate groups

Definition of Racism

Racism may be viewed as **ANY ATTITUDE,**

ACTION (CONSCIOUS OR UNCONSCIOUS),

OF A PERSON OR INSTITUTIONAL

STRUCTURE WHICH SUBORDINATES A

PERSON OR GROUP BASED ON SKIN

COLOR OR RACE

Two Types of Racism

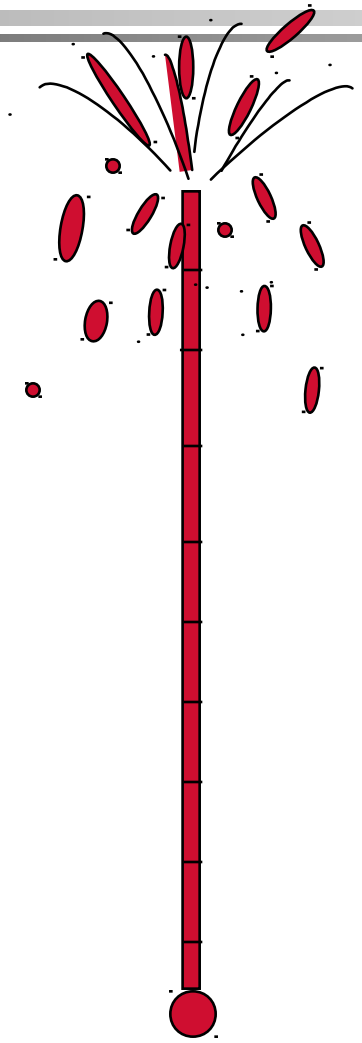
- **Personal/Individual Racism**- refers chiefly to the prejudicial beliefs and discriminatory behavior of a bigot against an individual or group. Normally based on assumptions of superiority and inferiority.

- **Institutional Racism**- refers to the policies, actions, and procedures of the military communities, schools, businesses, and other groups and organizations that restrict the opportunities of an individual or group and violate the statutory laws prohibiting such wrongs. These policies may or may not have been intentionally written to practice discrimination.

Definition of Prejudice

Racial prejudice is a negative feeling or dislike based upon a faulty and inflexible generalization. It may be felt or expressed. It may be directed toward a group as a whole, or toward an individual because he or she is a member of the group in question.

Levels of Intensity in Acting Out Prejudice



Antilocution

Avoidance

Discrimination

Physical Attack

Extermination

Antilocution

Most people who have prejudices

talk about them

Avoidance

Prejudice that leads the individual to avoid members of the disliked racial group, even perhaps at the cost of considerable inconvenience

Discrimination

Here the prejudiced person makes detrimental distinctions of an active sort. Literally acting out the prejudicial expression.

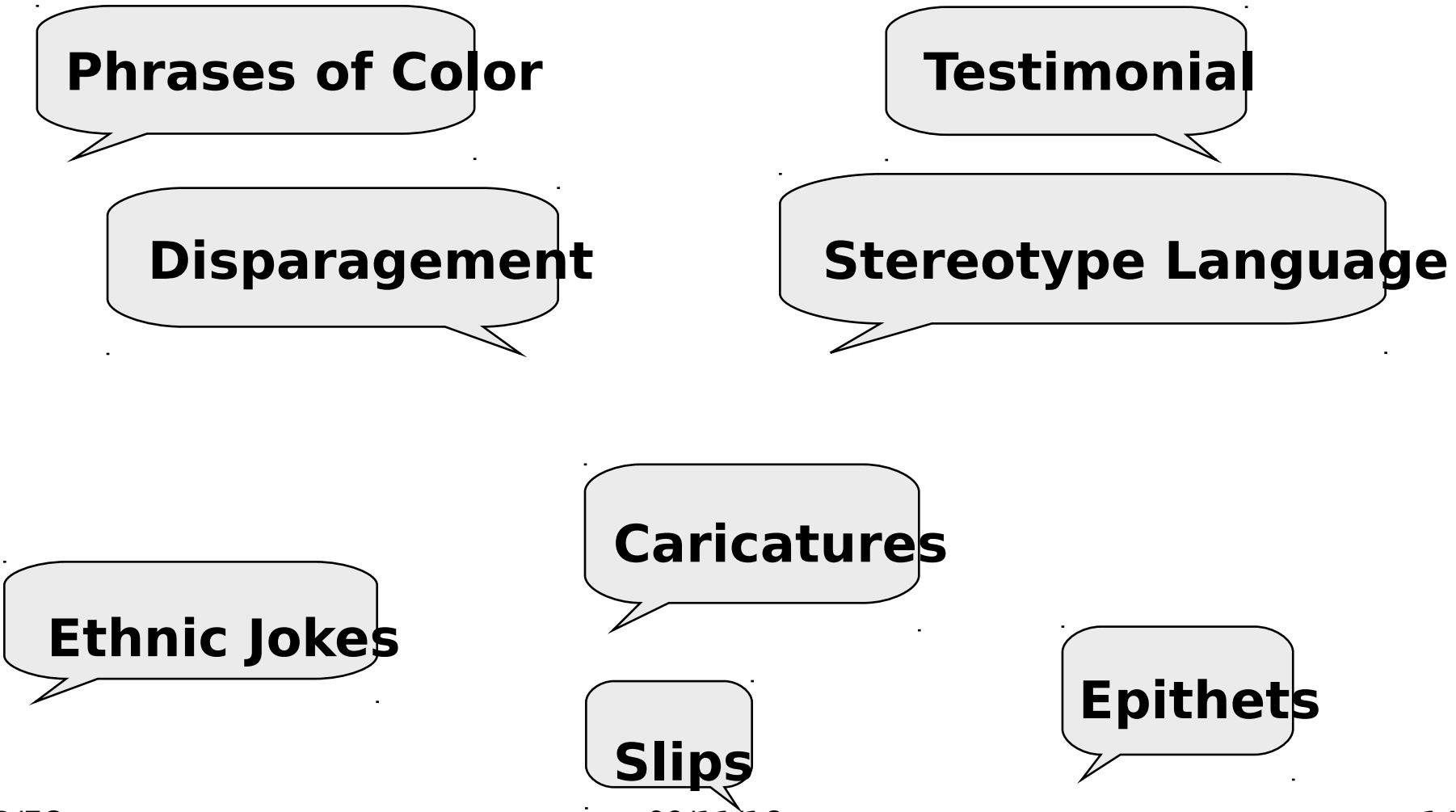
Physical Attack

Under conditions of heightened emotion, prejudice may lead to acts of violence or semi-violence

Extermination

This is the ultimate degree of violent expression of prejudice

The Language of Prejudice



Language of Prejudice

- Phrases of Color - Usually equates whiteness with purity and good opposed to blackness and other colors with evil and bad. (Old cowboy movies)

- Testimonial - When an individual tries to prove their lack of prejudice. (Some of my best friends are....)

Language of Prejudice

- Disparagement - An individual saying something negative to one minority group about another group to gain trust. (Examples?)

- Stereotype Language - Categorizing a character. (White people can't dance, Japanese people can't drive)

Language of Prejudice

- Caricatures - Overemphasizes a character. (Example, Fair or carnival artists)

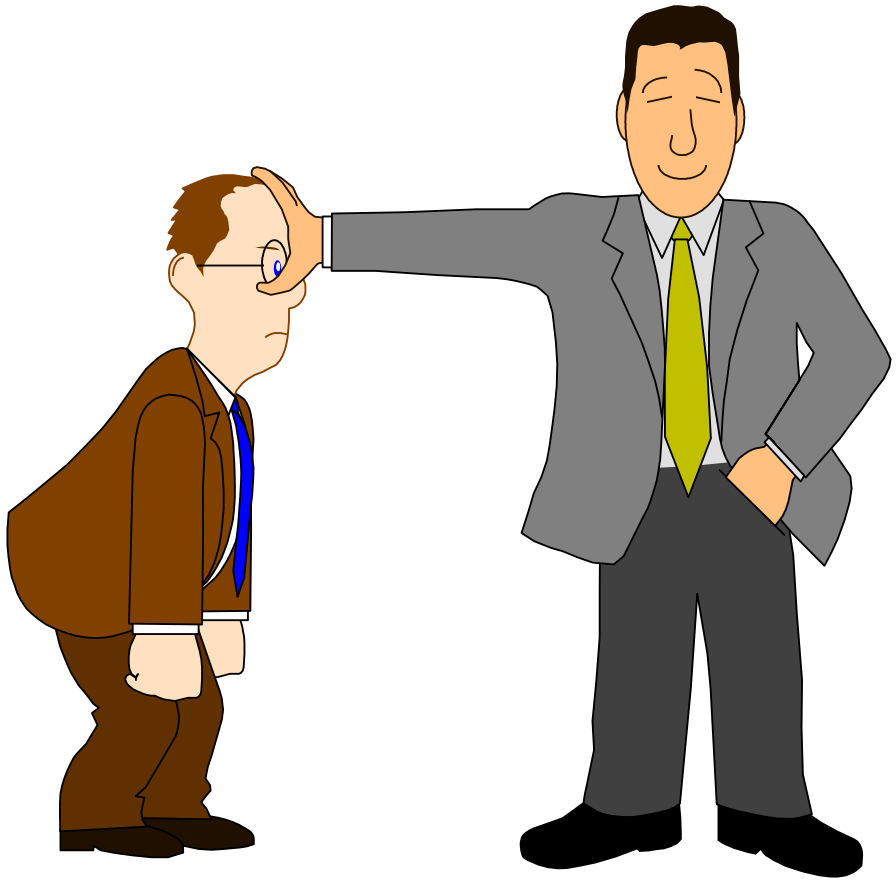
- Ethnic Jokes - The minority person isn't always the butt of the joke.

Language of Prejudice

- Slips - These are supposed to be considered accidental._
- Epithets - These are intentional derogatory remarks.

Definition of Discrimination

Making a difference in treatment on a basis other than individual merit or established standards which have an adverse impact on members of a group.



Two Types of Discrimination

Overt/Blatant

Refers to:

discrimination that is open to view and is completely obvious, conspicuous, or obtrusive

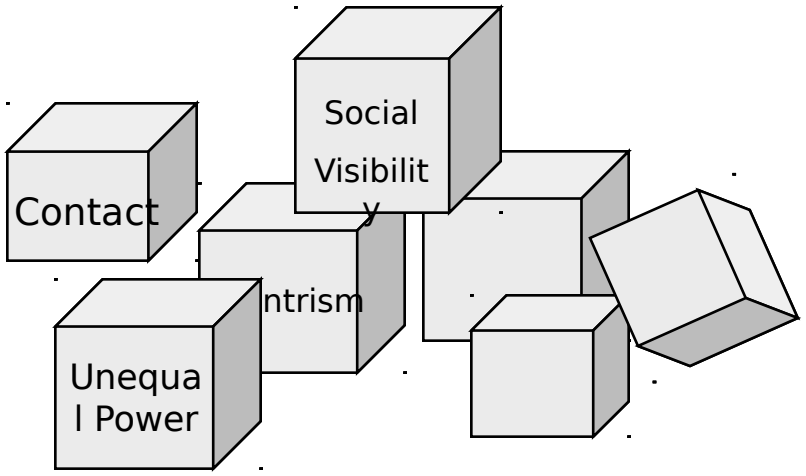
Covert/Subtle

Refers to:

discriminatory acts that are hidden and operated insidiously or cunningly. Subtle aggression is usually the result of personal racism

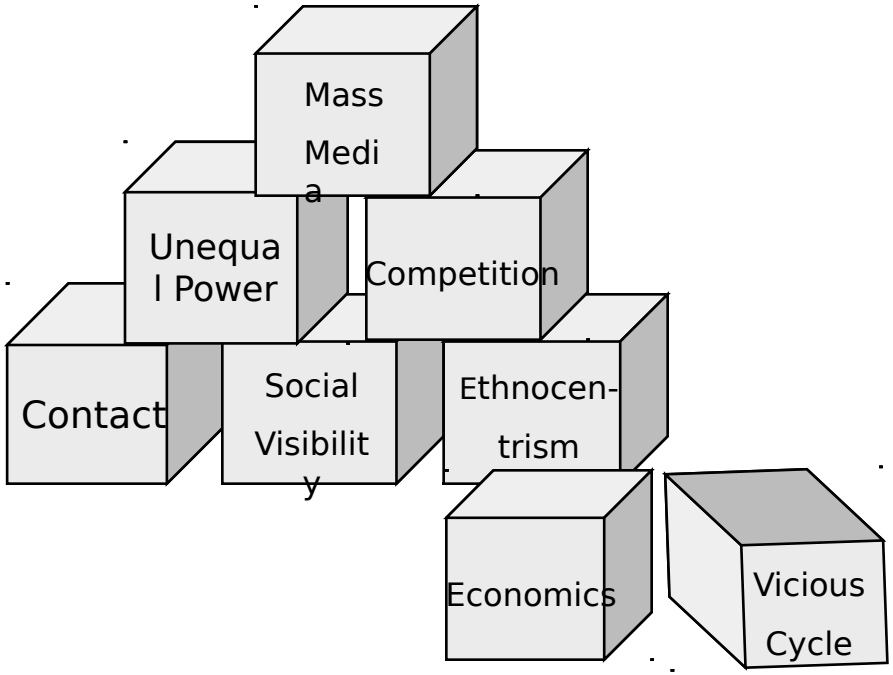
Racism Development

- Contact
- Social Visibility
- Unequal Power
- Ethnocentrism



Racism Development

- Competition
- Mass Media
- Economics
- Vicious Cycle



Effects of Racism

Social Problems Created by Racism

1. Ineffective Use of Abilities
2. Adverse Effect on National Income
3. Deviant Behavior
4. Social science finds two broad factors provocative or disorganization
5. Intergroup Tension and Violence
6. Adverse Effect on America's Position in World Affairs

Social Problems Created by Racism

1. Ineffective Use of Abilities:

   All minorities were and are discriminated against **to some extent** in the choice of their employment; some are also discriminated against in training for specific occupations.

2. Adverse Effect on National Income:

   It has been argued that minority discrimination retards the growth of national income. A further rise in the relative purchasing power of minorities would continue to stimulate the demand for consumer goods.

Social Problems Created by Racism

3 Deviant Behavior:

The belief has been widely held by people with a dominant status that minorities furnish more than their share of sociopathic behavior, such as delinquency, crime, or other pathologies.

Social Problems Created by Racism

- Social science finds two broad factors provocative of disorganization:

  a. The influence of the environmental condition is associated with the spatial and economic position of the minority; such as living in slum areas.

  b. Frustrations as resentments growing out of discrimination itself (for jobs, schooling, and housing).

Social Problems Created by Racism

5. Intergroup Tension and Violence:

   Group against other groups' situations, especially in rapidly changing societies, inevitably create intergroup tensions which intermittently produce violent conflict with attendant bloodshed and economic waste.

6. Adverse Effect on America's Position in World Affairs:

   Other nations are very partial about accepting the U.S. as being the human rights advocate of the world. Especially when the U.S. has its own problems dealing with discriminatory actions.

Adverse Personal Effects by Racism

- **Adverse effects last from birth to death.**

  Born a certain race...you die that same race

  From the womb to the tomb.

- **It can be contagious.**

  Children act out the behaviors exhibited by family and friends.

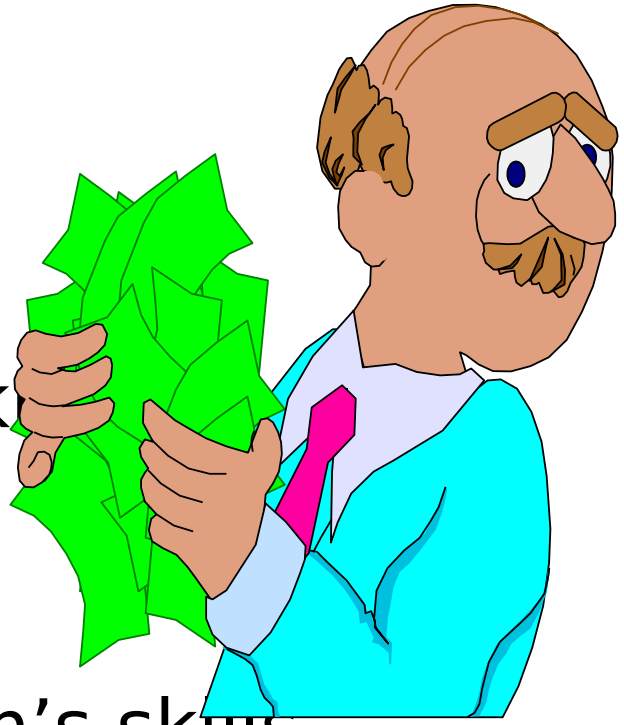
- **Defense mechanisms prolong it.**

  Denial, rationalization, blame, and reinterpretation.

- **Stereotypes block effective relationships with other groups.**

Conditions that are an Economic Drain Due to Racism:

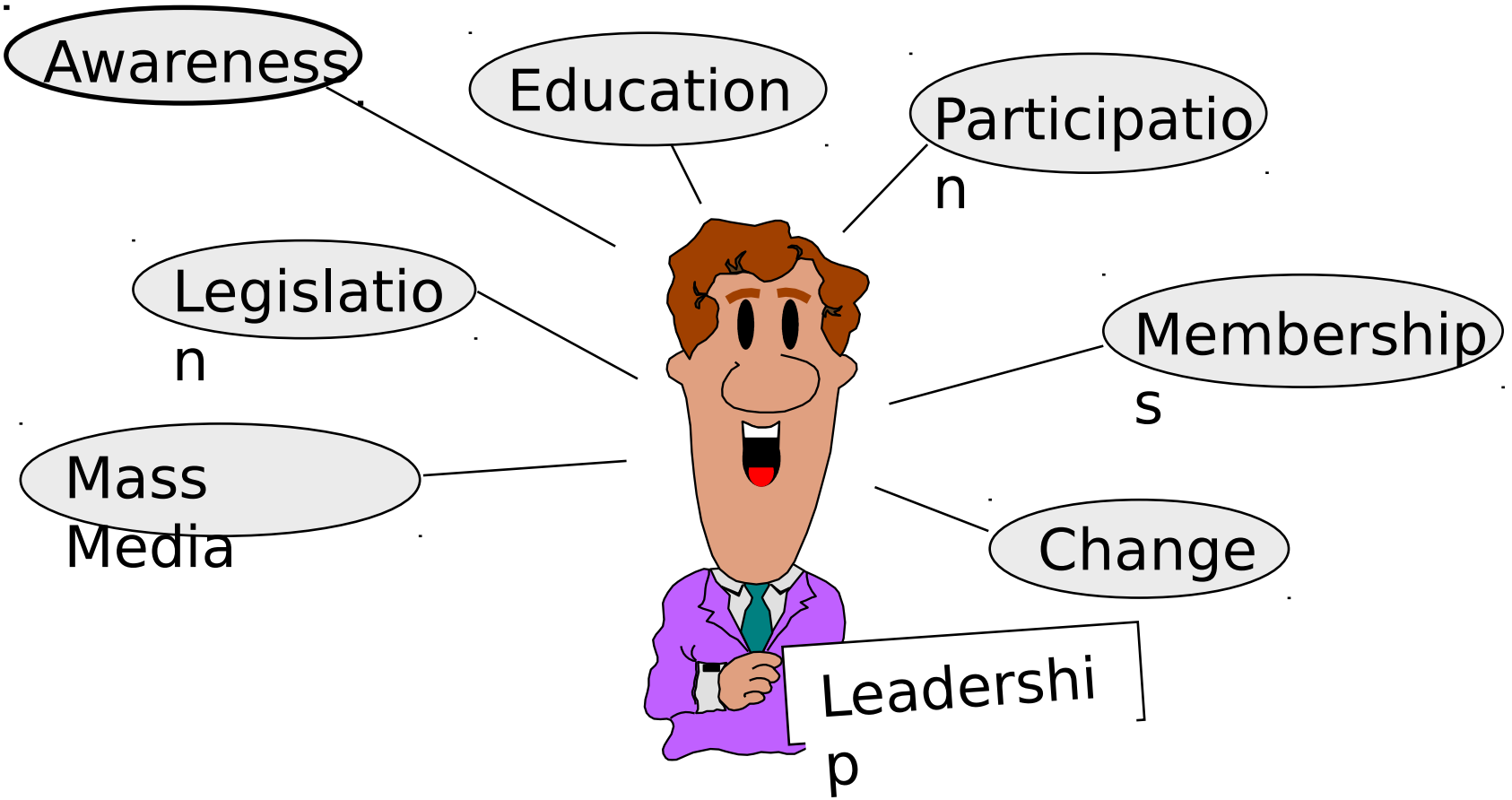
- The correction costs are high.
- The problem requires many skilled people to correct it.
- There is an under-use of victim's skills and potential



How Conformity to the Norm of the Reference Group Impacts on Racism

- Conformity is rewarded
- Non-conformity is Punished
- Conformity becomes the Norm

Strategies Used to Combat Racism



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